

# ARDS AND NORTH DOWN BOROUGH COUNCIL

## Policy Screening Form

1.	Policy Reference (Equality use only)	E 79
2.	Policy Name	Request from Seafarers UK to fly the Red Ensign on 3 September 2016
3.	<del>Existing / Revised</del> / New Policy	New policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>A request has been received from Seafarers UK for the Council to fly the Red Ensign on 3 September 2016 to mark Merchant Navy Day.</p> <p>All Red Ensign flying locations and hoisting events will be added to a "Roll of Honour" and promoted via social media and PR activity.</p> <p>A guide on how to take part is provided along with the request to consider flying the Red Ensign on this particular date.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Merchant Navy Day (3 September) is the UK's opportunity to remember the sacrifices, salute the courage and support the future of the often unsung personnel of the Merchant Navy.</p> <p>It will also raise awareness of the on-going dependence on seafarers.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit from this policy as it is intended as a national awareness raising and recognition for all seafarers and in particular the Merchant Navy and the work they carry out raising awareness of people's dependence on seafarers.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the policy is considered to be a political statement in relation to the role the merchant navy have within the armed services to which some ratepayers and residents within the Borough do not support for a number of reasons.
8.	The main stakeholders on which	The Council, employees, elected members, residents

<p>the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate</p>	<p>and visitors to the Borough, Merchant Navy, Armed Forces, Royal Navy and the Reserve and Cadet Associations.</p>
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<p>9.</p>	<p>Please provide details of other policies which have a bearing on this one.</p> <p>Policies: E 15 Ards and North Down Borough Council - Corporate Plan E 16 Good Relations Strategy and Action Plan E 27 Lands and Property Policy E 28 Corporate Complaints policy and procedure E 29 Freedom of the Borough Policy E 42 Battle of Britain event September 2015 E 54 206 (Ulster) Battery Royal Artillery - 300th Anniversary and 25th Anniversary of Conferral of Freedom of the Borough E 57 ANDBC Armed Forces Covenant E 73 Commemorative events for Somme centenary</p>	<p>Owned by : Ards and North Down Borough Council</p>
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<p>10.</p>	<p>Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :</p>	
<p>Religious Belief</p>	<p>Ards and North Down Borough Council data that is available for the Electoral Ward areas providing a profile of residents. Data on current range of flag flying events held by and supported by the Council. Data on requests to fly flags other than the Union flag by the Council that have not been agreed. Data profile on areas where flags will be flown. EQIA and other flag flying policies of each legacy Council. Policy decisions on flag flying requests received by Ards and North Down Borough Council. Equality Action Plan in relation to flag flying by the Council.</p>	
<p>Political Opinion</p>		
<p>Racial Group</p>		
<p>Age</p>		
<p>Marital Status</p>		
<p>Sexual orientation</p>		
<p>Men &amp; Women generally</p>		
<p>Disability</p>		
<p>Dependents</p>		

<p>11.</p>	<p>Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?</p>	
<p>Religious Belief</p>	<p>A number of visitors to and residents of the Borough may not support this flag flying initiative as they do not agree with flags that may be considered to support one community. It is important to consider that the request to fly the Red Ensign is in recognition of the Merchant Navy and is a national initiative.</p>	
<p>Political Opinion</p>		
<p>Racial Group</p>		
<p>Age</p>		
<p>Marital Status</p>		

	Sexual orientation	The flying of the Red Ensign may be seen by some in the community as a learning initiative for those who would not otherwise know of the services the Merchant Navy provide. Within these needs, experiences and priorities a range of multiple identity individuals are considered.
	Men & Women generally	
	Disability	
	Dependents	

**Does this Policy require an Equality Impact Assessment?**

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	The Council would be required to carry out appropriate notification of the event and why it is supported. This information would be available in a range of formats prior to the event and follow the guidelines provided. Individuals may not support this initiative based on their religious belief, political opinion, racial group in particular as well as their age or sexual orientation. The decision of Council to fly the Red Ensign would not be based on any of these categories but on the decision to raise awareness of the seafaring service.	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	No, as this decision if carried out will be accompanied by local awareness raising and education and will be within the guidance provided with the request.	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		
		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	This policy will have the potential to improve good relations through the education aspect.	
	Political Opinion		
	Racial Group		

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?		
		If "Yes" provide details	If "No" provide details
	Religious Belief	No	
	Political Opinion		
Racial Group			

### Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons)	This initiative will impact on a broad range of individuals. The education aspect will be made appropriate for the range of residents and visitors to the Borough and anyone accessing the website information to ensure it is appropriate for all individuals and within the guidelines provided for this initiative.
Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	

Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
<ul style="list-style-type: none"> <li>- <u>better promote positive attitudes</u> towards disabled people</li> <li>- <u>increase participation</u> by disabled people in public life</li> </ul>	Yes	Access to the information prior to and following the date will be widely available and any reasonable adjustments for the particular individuals attending the flag raising will be made, if required.

### Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you could collect in the future in order to monitor the impact of this policy / decision on <u>equality</u> .	Data on requests received by the Council to fly significant flags that recognise dates of events or raise national awareness. Comments and complaints received by the Council from
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	<u>good relations and disability duties</u>	flying a flag. Comments and complaints received by the Council from not flying a flag. Requests for flying a flag that are not agreed to by the Council. Requests for flying a flag that are agreed to by the Council.
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### Consideration of Human Rights

The Human Rights Act 1998 brings the European Convention on Human Rights (ECHR) into UK and, therefore, Northern Ireland. Indicate below any potential adverse impacts that the policy / decision may have in relation to human rights issues

Right to Life	Article 2	<input type="checkbox"/>
Prohibition to torture, inhuman or degrading treatment	Article 3	<input type="checkbox"/>
Prohibition of slavery and forced labour	Article 4	<input type="checkbox"/>
Right to Liberty and Security	Article 5	<input type="checkbox"/>
Right to a Fair and Public Trial	Article 6	<input type="checkbox"/>
Right to no punishment without due legal process	Article 7	<input type="checkbox"/>
Right to respect for private and family life, home and correspondence	Article 8	<input type="checkbox"/>
Right to freedom of thought, conscience and religion	Article 9	<input type="checkbox"/>
Right to freedom of Expression	Article 10	<input type="checkbox"/>
Right to freedom of peaceful assembly and association	Article 11	<input type="checkbox"/>
Right to marry and found a family	Article 12	<input type="checkbox"/>
The prohibition on discrimination	Article 14	<input type="checkbox"/>
Protection of property and enjoyment of possessions	Protocol 1 Article 1	<input type="checkbox"/>
Right to education	Protocol 1 Article 2	<input type="checkbox"/>
Right to free and secret election	Protocol 1 Article 3	<input type="checkbox"/>

	Please explain any adverse impacts on human rights that you have identified?	
	Please indicate any ways in which you consider the policy positively promotes Human Rights	

I can confirm that the proposed policy / decision have been screened for:-

x	Equality of opportunity and good relations
x	Disabilities duties; and
<input type="checkbox"/>	Human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

x	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Shirley Poxon  
 Title: Compliance Officer (Equality and Safeguarding)  
 Date: 28 June 2016  
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson  
 Title: Director of Organisational Development and Administration  
 Date: 28 June 2016  
 Signature:

If an Equality Impact Assessment is required

	Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
		Effect on equality of opportunity and good relations	
		Social need	
		Effect on people's daily lives	
		Relevance to a public authority's functions	

Is this Policy Affected by Timetables established by other relevant Public	
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	Authorities?	
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	Monitoring Recommendation	
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	Approval and Authorisation		
	Screened by :	Position/Job Title: Compliance Officer (Equality and Safeguarding)	Date: 28 June 2016
	Approved by:	Director of Organisational Development and Administration	28 June 2016